

**JOINT MPH PROGRAM
UNIVERSITY OF GONDAR AND ADDIS CONTINENTAL INSTITUTE OF PUBLIC
HEALTH**

**GENDER DISCRIMINATION AND SEXUAL HARASSMENT AND ASSOCIATED
FACTORS AMONG FEMALE BANK WORKERS OF ADDIS ABABA, ETHIOPIA**

SELAMAWIT SHIFERAW

ADVISORS DR.ALEMAYEHU WORKU

ATO. HUNEGNAW

**A THESIS SUBMITTED TO THE SCHOOL OF PUBLIC HEALTH , UNIVERSITY
OF GONDAR , IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE
DEGREE OF MASTER'S IN PUBLIC HEALTH**

2011// MAY

Joint MPH Program

University of Gondar and Addis Continental Institute of Public Health

**TITLE: ASSESSMENT OF GENDER DISCRIMINATION AND SEXUAL
HARASSMENT AMONG FEMALE BANK WORKERS OF ADDIS
ABABA, ETHIOPIA**

By

SELAMAWIT SHIFERAW

Addis Continental Institute of public Health and University of Gondar

Approved by the examining Board

ACKNOWLEDGEMENT:

I would like to thank first of all the managers and CEOs of the banks who gave the permission to go ahead with this research. I would also like to extend my appreciation to the study participants of this research. I like to extend my heartfelt gratitude to my advisor Dr. Alemayehu Worku and my family for their continuous support throughout my study. I would also like to extend my gratitude to Addis Continental Institute of Public Health who gave me a rare opportunity to learn.

Acronyms:

NBE	National bank of Ethiopia
DBE	Development bank of Ethiopia
CBB	Construction and Business bank
CBE	Commercial bank of Ethiopia
DB	Dashen bank
HB	Hibret bank
ZB	Zemen bank
NIB	Nib bank
AB	Awash bank
WHO	World Health Organization
UN	United nation

TABLE OF CONTENTS

	PAGE NUMBER
Acronym	5
Table of contents	5
List of tables	5
Abstract	6
Introduction	8
Literature	10
Objective	18
Methods	19
Ethical considerations	23
Results	25
Discussion	38
Conclusion	40
Recommendation	40
References	41
Annexes	43
Declaration	69

List of tables:

Tables:

TABLE 1 Socio-demographic characteristics of the participants among bank workers in Addis Ababa on Jan-Feb 2011.

Table 2: Frequencies of the different types of Gender discrimination at work place on Jan-Feb 2011, among women bank workers of Addis Ababa.

Table 3: Frequencies of the different types of Sexual harassment at work place among female bank workers from Jan-Feb 2011 in Addis Ababa

TABLE 4: Prevalence of gender discrimination and sexual harassment among female bank workers from Jan-Feb 2011, Addis Ababa

TABLE 5: Socio-demographic characteristics and variables associated with poor job satisfaction among female bank workers in Addis Ababa banks from Jan-Feb 2011

TABLE 6: Variables associated with depression among female bank workers from Jan-Feb 2011 in Addis Ababa

ABSTRACT

Problem statement: Sexual harassment and gender discrimination at work place has significant consequences for the Employee health and psychological wellbeing, some of the consequences include decreased job satisfaction; job loss and career interruption. It is one form of gender based violence and hampers women active participation in the labor force. This has an impact on women empowerment which is one of the millennium development goal .This study was designed to assess the magnitude of gender discrimination and sexual harassment in Addis Ababa banks.

Objectives of the study: The main objectives of the study were to assess gender based discrimination and sexual harassment among female workers and associated factors in banks of Addis Ababa.

Methods: The study was quantitative study method where it was conducted in Addis Ababa city in banks. The design was cross-sectional study design. The sample size was determined using population proportion formula and the sampling technique was stratified sampling technique. The data was collected using a structured standardized pretested questionnaire and the data was entered in EPI info software and was analyzed by SPSS version 15 after transferring it and analyzed using univariate, bivariate and multivariate analysis technique.

Results: The prevalence of gender discrimination and sexual harassment from DEC2010-FEB2011 was found to be 35.3% and 26.6% respectively in the banks. There was association of sexual harassment and gender discrimination with poor career satisfaction (AOR 2.43, 95% CI 1.4, 4.2) for sexual harassment and poor job satisfaction and AOR 2.34, 95% CI 1.4, 3.89) for gender discrimination and poor job satisfaction) and with depression AOR 2.15, 95% CI 1.2,3.76 and AOR 2.4, 95% CI 1.37,4.9 respectively.

Conclusion and recommendation: Despite many efforts done there still exists gender based discrimination and sexual harassment at work place even in the formal labor market. Social policy initiatives to elevate women status have to be implemented as these gender based violence arise due to their low status in the society and such policies have the potential to emancipate women from these violations.

Introduction

Gender based discrimination and sexual harassment have been known to have significant consequences for the employee's health and psychological well being, some of it to include decreased job satisfaction, job loss , career interruption and depression. It is considered to be one form of gender based violence by world health organization and hampers women active participation in the labor force.

Many believe that gender discrimination is a subject of the past but it is still an issue that warrants attention all around the world. In most cultures of the world especially in developing countries like Ethiopia, women face numerous obstacles that prevent them from holding higher positions in the public sector and commercial organizations. Men are seen as naturally superior to women and are elevated to the major decision making positions both at home and in the community. Like many African countries, the majority of women in Ethiopia hold low status in the society. They have been denied equal access to education, training, gainful employment opportunities and their involvement in policy formulation and decision making has been minimal. Furthermore numerous and varied customs and traditions prevalent in the country continue to define, "women appropriate public behaviors" triggering the interlocking forms of institutional exclusion of women in major leadership role. Besides that the decision making environment usually are not gender friendly to women. Also due to their low status and subordinate roles that they have in the society they face many gender based violence and harmful traditional practice. (1)

Many references about sexual harassment have been published worldwide indicating its wide spread in both public and private sector and from region to region. Its prevalence ranges widely also differing from region to region, that is from 25-57% in the western countries, from 1-56% in the Far East and from 47-50% in Ethiopian universities. These studies that addressed the deleterious mental health consequences of sexual harassment also suggest that it has substantial public health implications. (5-9)

Studies have shown that being female increases the risk of gender based discrimination and sexual harassment at work place. Other factors incriminated to the cause include organizational structure and environment or tolerance to sexual harassment and gender discrimination as well as job gender context or working in male or female dominated environment, ethnicity, age, rank held in the organization and regional location of the institution (1-4).

Rationale of the Study

- There are a lot of research done in many countries of the world regarding the issue and its correlations with mental health problems like depression, psychological problems, poor self esteem, poor career satisfaction and effect on career advancement. When coming to the Ethiopian context little is known about the issue, the existing studies that are available in Ethiopia concentrated mainly on university faculty staffs and students (7, 8). There is a gap of knowledge on the prevalence of these issues and associated factors with respect to other professions besides the academic environment. This study will try to address the gaps and contribute as one component of the whole picture of sexual harassment at work place.

Literature Review

Definition of Gender based discrimination:

Gender based discrimination refers to any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms which prevents a person from enjoying full human rights (1). It also refers to gender based behaviors, policies, and actions that adversely affect work by leading to disparate treatment or creation of intimidating environment (2).

Definition of sexual harassment

The legal current definition of sexual harassment is unwelcome verbal, visual or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates hostile work environment. It is one form of sex discrimination.

Most researches in the last two decades have used categories that are neither exclusive nor exhaustive of the different sexual harassment types. James E. Gruber has conceptualized the varieties of sexual harassment into three general forms, namely verbal remarks, verbal requests and nonverbal displays. Under these each form there are 11 categories (3).

Under verbal request there are 4 categories namely,

- | | |
|-----------------|------------------------------|
| Sexual bribery | 3. Relational advances |
| Sexual advances | 4. Subtle pressures/advances |

Under verbal remarks/ comments there are 3 categories

- | | |
|-------------------------------|-------------------------------|
| 1. Personal remarks | |
| 2. Subjective objectification | 3. Sexual categorical remarks |

Under non verbal displays (more or less severe)

- | | |
|--------------------|---------------------|
| 1. Sexual assault | 3. Sexual posturing |
| 2. Sexual touching | 4. Sexual materials |

Magnitude of the problem

- Over more than 500 references were published in the past two decades worldwide confirming that sexual harassment is widespread in both public and private sectors and has significant consequences both on the employee's health and psychological wellbeing (7). Studies addressing the deleterious mental health consequences of sexual harassment also suggest that it has substantial public health implications (3, 5). Many believe that gender discrimination is a subject of the past. However it is still an issue that warrants attention all around the world. According to the US Equal Employment

opportunity Commission, there were 28,372 cases of sex based discrimination in 2008 in the US.

The prevalence of sexual harassment varies widely from country to country and occupation to occupation ranging from 25-57% in western countries to 1-56% in the Far East like Taiwan, Japan, Malaysia and Thailand to 47-50% in Hawassa and Jimma universities of Ethiopia.

In the U.S.A, the prevalence of sexual harassment and workplace abuse among a racially and economically diverse population revealed that approximately 25% of the study population reported experiencing at least one of the five types of sexual harassment. And that, women perceive more harassment, discrimination and negative health and social outcomes based upon their gender than men. In another study done in U.S. A. but in medical universities more than half of female faculty (52%) reported having been sexually harassed by superior or colleague compared with only 5 % of male ($P<0.001$) and also many more women than men perceived gender bias in the academic environment (77% and 30%; $P<0.001$). In the same study female faculty staff were more than 2.5 times likely to perceive gender based discrimination than males in the academic environment and from these reports low career satisfaction scores is higher in those who reported gender based biases.(9). In addition, 60% of women but only 9% of men suspected or clearly felt that they had experienced gender biases in professional advancement ($P<0.001$). However, many more women than men also felt gender had given them an advantage in professional advancement (31% and 11%; $P<0.001$).

Data regarding the type of sexual harassment by increasing level of severity , almost half (48%) of those reported experiencing sexual harassment in the U.S.A. study in medical university said they have encountered sexist remark or behavior and 30% reported unwanted sexual advances, subtle bribery or threats to engage in sexual behavior, or coercive advances. In a study done in Nigerian work environment the commonest form of sexual harassment experienced by respondents was sexual advance (41.8%), only 18.3% indicated that they experienced sexual enticement in their work place. 16.4% expressed that they experienced sex related gestures while 14.5 % indicated that they experienced intimidation towards sexual advances from men. From the Hawassa University survey the commonest type of sexual harassment reported was “unwanted suggestions about or references to sexual activity” (5-8).

The situation of women in Ethiopia

Only 30.8 % of female employments are in the formal sector, which are mainly engaged in clerical and fiscal administrative positions earning less than 200.00 birr per month. Moreover, only 29% of professional positions are occupied by women compared to 71% that of men.

Women are underrepresented in the formal employment sector. In the year 1999/2000, among all government employees, women constituted only 30.8% of the national workforce, with wide regional variations. Whereas Addis Ababa had nearly an equal proportion of male (50.1%) and female government employees, most regions had significantly fewer female government employees, with the lowest rates 19.9% in Somali (19.9%) and Afar (27.2%). The national figure of 30.8% can be misleading as close scrutiny of the statistics shows that women are highly concentrated in low skill, and low paying jobs. For example, at the federal level, only 13.0% of the employees in professional and scientific fields and only 14.0% in administrative position are women. Women are highly concentrated in jobs such as clerical and fiscal (63.4%), as well as domestic and manual occupations (48.1%). The high concentration of women in non-professional and low-paying jobs is only a part of the many problems girls face in accessing and succeeding in their education. The personnel statistics for employees with 1-4 years of college or university education show that only 18.4% were women (3). Even without the requirement for formal education women still have fewer employment opportunities than men. According to the statistics released by the Federal Civil Service Commission, 73.3% of all illiterate government employees were males and 26.7% were females. This shows that women face problems in getting employment even when they have the same qualifications as men, a world-wide problem which is especially serious in Ethiopia and other developing countries. This situation has serious implications for women's empowerment, decision-making opportunities and earnings, all of which affect their health. Among federal workers, women constitute 54.43% of the employees who earn a monthly salary of 105.00-199.00 Birr but only 7.36% of those who earn 180.00 and 199.00 Birr (12, 25-28).

Causes of gender based discrimination:

Many believe that gender based discrimination is a subject of the past. However it is still an issue that warrants attention all around the world. According to the Equal Employment opportunity commission, there were 28,372 cases of sex based discrimination in 2008. There are many causes for gender discrimination; few of the most pervasive are

Religion: According to Human Rights, Inc., one of the main cause of gender discrimination is religion. Many religions place women below men and create a patriarchal society. Patriarchy means male supremacy being ensured and perpetuated in the economic, social and political system of a country. This cultural perception that says a woman is lesser than man are embodied in our culture which led the women especially the rural women to be confined to the domestic sphere with little or no exposure to the public sector.. Due to the deep rooted traditional beliefs about the subordinate role of women in society, both men and women may find it difficult to accord the top female public decision maker, the respect and cooperation she requires to be effective. Therefore, these cultures and traditions that invest superiority in men are widely acknowledged as drawbacks to women seeking leadership positions (1).

Family law: Family law that force arranged marriage often lead to gender discrimination. The women in these marriages are often abused both physical and sexually.

Education: Also plays important roles in gender discrimination. In many countries women are forced to clean and cook. However the men are sent to school, furthering inequality.

Glass Ceiling: ‘Glass ceiling’ is a term coined in the 1970s in the United States to describe the invisible artificial barriers, created attitudinal and organizational prejudices, which block women from senior executive positions. Among the factors that contribute to gender inequality is the fact that men and women perform different jobs in a category of "men jobs" and "women's jobs." While women jobs are often associated with lower value in terms of skill requirement and are lower paid, “men jobs” are often considered as higher value and higher paid. To this effect, in many organizations we find positions such as secretaries, typist, and janitors being occupied by women whereas managerial positions that are better paid are often entertained by men. The same holds true in Ethiopia, the Federal Civil Service Commission recent statistics revealed the fact that the overwhelming majority of women civil servants are concentrated in positions such as secretary, cleaner and other lower paid jobs. To this effect, only 13.01% are found in professional and scientific fields. Women in the management and decision making positions account only 2% and 98% are found in the lower strata. Not only men and women have different jobs, but there are also differences in the extent to which they are represented in the hierarchy of positions within jobs. (1)

Causes of sexual harassment:

Sexual harassment: Knowing the causes or the antecedents of workplace sexual harassment is critical information if we are to move towards prevention. Although abundant data, little agreement exists

concerning the causes of sexual harassment and no coherent theory has been developed concerning factors that may exacerbate or moderate its consequences. Some studies have been shown that being female increases the risk of gender based discrimination and sexual harassment. Others show that age, education, public or private type of institution, region of the institution and job stresses are incriminated.

Several explanatory models have been suggested to account for sexual harassment in the work place. These include the natural/biological model, the organizational model, the socio-cultural model and the sex-role spill over model proposed by Gutek (1985). Although all offer insight into the problem, no one model of sexual harassment behaviour satisfactorily accounts for all types of harassments. Of these, the organizational model holds the most direct relevance to workplace harassment behaviour. The organizational model of sexual harassment behaviour proposes that the structural and environmental conditions found in the work place will provide opportunities for harassment or implicitly encourage harassment on the basis of work place norms, gender bias and imbedded power relations between men and women(9,10).

Organizational Predictors: The organizational model of sexual harassment (Tangfi et al., 1982) focuses the attention on the immediate work site, the broader culture of the organization and the ways that organizational norms may implicitly encourage or explicitly discourage work place sexual harassment. One aspect of this contextual focus is the organization's sexual harassment policy and grievance procedures. The lack of a sexual harassment policy may suggest an indifference or reluctance to deal with sexual harassment as a serious issue. A formal policy that looks good on paper but is ineffectively enforced or a grievance procedure that is damaging to the complaint may implicitly discourage legitimate complaints and does little to curb inappropriate behaviour. Accordingly, it is expected that the perception of the organization's sexual harassment policy (i.e., the way in which it is implemented) would predict gender and sexualized harassment. That is, those who perceive their work place sexual harassment policy as weakly enforced or without prohibitive sanctions will be more likely to commit sexual harassment behaviours.

A related work place factor is the extent to which the work place is perceived as sexualized (i.e., sexual jokes and innuendo, sexual teasing and sexual discussion are common), which will signal to employees that sexualized behaviour between employees is acceptable. As such, it is predicted that the perception of a more sexualize work place will be associated with a greater likelihood to sexual harassment. The other factor that contributes is personal predictors, that is, inappropriate sexual harassment beliefs (as a specific manifestation) and adversarial sexual beliefs (as a more general manifestation) would predict sexualized and gender harassment.(9)

Another similar model is the Integrated Model of Sexual Harassment in Organizations: The frame is based on the proposition that sexual harassment in organizations is primarily a function of organizational and job characteristics and is most profitably conceptualized and studied at the level of

group culture and organizational climate. According to the present framework, sexual harassment in organization is a function of two conditions: Organizational climate and job gender context. Organizational climate (Naylor, Pritchard, & Ilgen, 1980) refers to organizational characteristics that communicate tolerance of sexual harassment, whereas job gender context denotes the gendered nature of the work group, for example, group gender ratio(Gutek, Cohen & Konard), 1990) and the nature of job duties and tasks(i.e., gender traditional or non-traditional). It is hypothesized that these two elements largely determine the prevalence of sexual harassment found in any particular organization; in turn harassment negatively affects job, psychological and health-related outcomes. Job outcomes include factors such as job satisfaction and organizational withdrawal: psychological outcomes refer to stress related reactions such as anxiety and depression; and health related outcomes include reactions such as headaches, gastrointestinal disorders and sleep disturbances. Work withdrawal reflects attempts to avoid work tasks (e.g., absenteeism and tardiness) while remaining within the organization the organization itself, whereas job withdrawal is composed of factors such as turnover and retirement intentions. Finally it is proposed that the impact of harassment on any particular woman is moderated by her personal vulnerability as well as her response to the harassing situation itself. In addition, although general work stressors are not included in the model proper, such stressors provide an important baseline against which the unique effects of harassment can be evaluated; thus, a measure of job stress should be included in any empirical study as a control variable (10).

The existing studies that are available in Ethiopia concentrated mainly on university faculty staffs and students (5-8). Little is known about gender based discrimination and sexual harassment in other occupations or fields besides academic environment of universities in developing countries like Africa especially Ethiopia. And hence the impact it has on women in active participation in the labor force as well as in advancing their career. This study will try to address the gaps and contribute as one component of the whole picture of gender discrimination and sexual harassment at work place in Addis Ababa.

OBJECTIVE OF THE STUDY

General objective

To assess gender based discrimination and sexual harassment and associated factors among female bank workers of Addis Ababa

Specific Objectives

1. To assess the prevalence of gender based discrimination among female bank workers of Addis Ababa.
2. To determine the prevalence of sexual harassment among female bank workers of Addis Ababa.
3. To identify factors associated with sexual harassment and gender based discrimination mainly its associations on the victims in terms of depression and poor job satisfactions.

METHODOLOGY

Study setting: The study was conducted in Addis Ababa, the capital city of Ethiopia, from DEC 2010 to FEB 2011. Addis Ababa is the capital city of Ethiopia, with a population of 3,384,569 where 51.9% of the population consists of females, while 48.1% were males according to the 2007 population census. With an estimated area of 530.14 square kilometers (204.69 sq mi), the city has an estimated density of 5,165.1 inhabitants per square kilometer (13,378 /sq mi). The city is divided into 10 administrative sub cities and the study was conducted in all of the sub cities. The banks lists were obtained from the national bank of Ethiopia and were selected based on the design of the study. There are 12 private banks and 4 governmental banks listed and fully recognized by national bank at the time when the study was conducted.

Study design: The study was a cross-sectional study design. The data was collected using a pretested structured standardized self administered questionnaire

Study population: The target populations were all female bank workers of Addis Ababa. The source populations were all female bank workers of the nine banks selected by the sampling technique. The sample or study populations were all female workers selected based on the following criteria from the source population,

Inclusion criteria

- All permanently employed females working in the institutions (because they are employees with full rights of the organization).
- The age of study subjects who were greater than 18 years or consenting individuals.
- All those who can read and write well in Amharic language. (The data collection tool for the quantitative was self administered questionnaire in Amharic).

Exclusion criteria

- All those study subjects were on leave at the time of data collection
- All those who were employed as part-time.

Sample size: Sample size was calculated using proportion formula. The magnitude or prevalence or proportion was taken as 50%, with 5% margin of error and 95% confidence interval. The prevalence of gender discrimination is unknown and the prevalence of sexual harassment in Jimma and Hawassa universities ranged from 47-50%, the proportion for estimating the prevalence for the two objectives was taken as 50%.

$$n = \frac{Z_{\alpha/2}^2 P(1 - P)}{d^2}$$

Where n was the estimated sample size, d is the margin of error

Therefore
$$n = \frac{1.96^2 (0.5) (1-0.5)}{(0.5)^2}$$

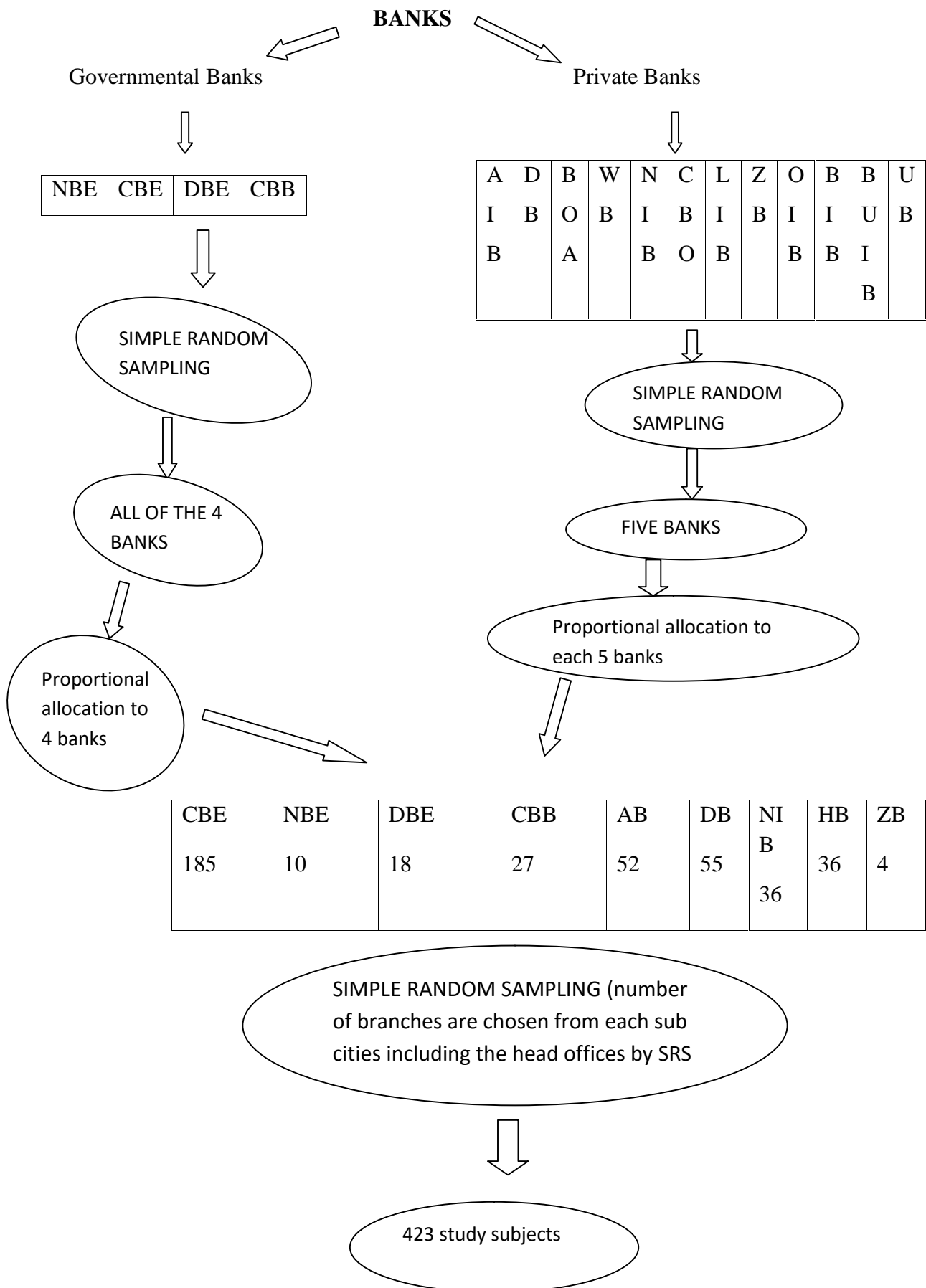
Where n is the estimated sample size, 1.96 is the 95% confidence interval and p was the estimated prevalence of gender based discrimination and sexual harassment on female workers in banks and d will be the margin of error.

N= 384, taking 10 % non-response rate, total calculated sample size will be 423.

Sampling procedures: The sampling method was stratified sampling technique, where the banks were stratified into governmental and private owned. The reason is that the two populations were heterogeneous in their experience and sensitization regarding the topic. The numbers of banks to be included in the study from each category were randomly selected by simple random sampling technique from each category using the lottery method. The branches from each bank were randomly selected and all the study subjects were included in each of the selected branches. From the head offices the study subjects were selected from pay roll list. How many to include from each bank were decided by using the proportional allocation method

$$\frac{n_j}{N} = \frac{N_j}{N}$$
 where j = 1,2,3...k where k is the number of strata
 n_j = is the sample size of the jth strata
 N = $N_1 + N_2 + \dots + N_k$ is the total population size
 N_j is population size of the jth stratum
 $n = n_1 + n_2 + \dots + n_k$ is the total sample size

SAMPLING CHART



Out of the 423 questionnaires distributed only 368 were collected unfortunately. That is 87% of the 423.

Data collection procedures: Data was collected using a pretested standardized structured self administered questionnaire.

Variables

Independent variable

Age

Marital status

Educational level

Type of the institution

Religion

Rank

dependent variable

Poor job satisfaction

Depression

Experience of sexual harassment

Experience of gender discrimination

Operational definitions

Government banks: Banks owned by governments. They are business that keeps money for individual people or companies, exchange currencies, makes loans and offers other financial services.

Private Banks: When the banks are owned by group of individuals or an individual

Gender discrimination: Is conceptualized as behaviors, actions, policies, procedures or interactions that adversely affect work by resulting in disparate treatment according to sex or creation of a hostile or intimidating environment. And based on these definitions, any woman

who reported to have experienced any of the 4 items of questions that was used by previous researchers is defined as experiencing gender discrimination.

Sexual harassment: A woman is said to be sexually harassed if she reported to have experienced at least any of the five items of sexual harassment questions(that was used by other researchers(asked which included all of the three general forms of sexual harassment namely verbal request, verbal comments and nonverbal displays

Poor job satisfaction: All those study subjects who scored less than the mean on the career satisfaction questions are classified as having poor job satisfaction.

Depression: All those study subjects who scored more than five from the PHQ-8 depression questionnaire are classified as having depression.

.

Data Quality: The questionnaire for the quantitative was prepared in English language and then translated into Amharic and then back to English to check for consistency. The questionnaire was pretested in two banks not included in the study and a total of 30 subjects 15 from each bank were pretested. Then after pretested and necessary modification done, the data was collected as follows. The questionnaire was distributed in an envelope and the study subjects were instructed to fill the questions at their office when alone or at home and return it after sealing it to the data collector. The study subjects were reminded on average 3 times per week. They were also instructed not to discuss the topic with their colleagues.

Timely editing and cleaning of the data was done immediately after collection. All the responses from the questionnaires were coded. Before data entry a unique ID was assigned for each study, the responses were edited using range editing technique and missing value editing and the data was entered twice from the paper to the computer. For those data's that have inconsistencies the data was collected twice.

Data analysis procedures:

The data was summarized using frequency tables. Data was analyzed by using bivariate and multivariate analysis technique where internal comparison were made to see associated factors using Odds ratio, chi-squared tests and logistic regression using SPSS and EPI INFO for the quantitative part.

Ethical consideration: Before conducting the study, permission from institutional review board and from the joint Gondar ethics board was requested. Permission was also requested from managers and directors of the institutions of the included study organization. Once cleared, the included study subject was informed about the purpose of the study including benefits and harm if any and voluntary informed consent was obtained. The confidentiality of the study subjects was secured by avoiding personal identifiers and the answered questionnaire was sealed with an envelope immediately by the respondent. During the study if there arises any need for immediate intervention, appropriate referral linkage was done to appropriate bodies based on the case.

Dissemination of results:

This thesis was carried out as a partial fulfillment of MPH program. Therefore the result from the study will be disseminated to Addis continental institute of public health as well as to university of Gondar. In addition findings of the study will be reported to the banks as well as to the women association. In addition it may be presented in scientific or teaching seminars.

RESULTS

Out of the 423 study subjects selected, 368 participated in the study and completed the questionnaire. The response rate was 87%.

Socio-demographic characteristics of the study subjects:

Among the participants majority, 61.7% were within the age group of 21-30 years. 75% of the study subjects were orthodox-Christian, 49.2% of the participants were single.

Regarding their educational status, majority of the participants 51.4% hold first degree, while 43.5% have diploma and 0.5% were master's degree holders.

Among the 368 respondents 55.2% worked in the government banks and 44.8% worked in the private banks. Majority 29.1% of them were accountants, 51.1% of them held no rank while 32.9% of them were middle level managers. Nearly half of them, ie, 45.7% have work experience of less than 5 years. The rest 27.4%, 14.1% and 12.5% have worked 5-10 years, 10-20 years and more than 20 years respectively.

There are a total of 20,940 workers in the nine banks included in the study. Out of these only 7212 were female workers or only 34.44% from the total. When looking at each bank the range was from 32.3% to 44.18%.

The percentage of upper level managers by gender in the eight banks who gave the data ranged from 82.4% to 100% for the males and 0 to 17.6% for the females. Also seven of the eight banks reported that the middle level managerial positions of the banks occupied by men ranged from 58.3% to 97.5 %

**TABLE 1 SOCIO-DEMOGRAPHIC CHARACTERISTICS OF PARTICIPANTS AMONG
BANK WORKERS IN ADDIS ABABA, JAN-FEB.2011**

SOCIO-DEMOGRAPHIC CHARACTERITICS		
VARIABLE	FREQUENCY	PERCENT
AGE		
21-30	227	61.7
31-40	81	22
41-50	51	13.9
>51	9	2.4
RELIGION		
ORTHODOX	276	75
PROTESTANT	73	19.8
MUSLIM	7	1.9
OTHERS	12	3.3
MARITAL STATUS		
SINGLE	181	49.2
MARRIED	171	46.5
DIVORCED	8	2.2
WIDOWED	8	2.2
EDUCATIONAL STATUS		
DIPLOMA	160	43.5
FIRST DEGREE	189	51.4
MASTER'S DEGREE	2	0.5
OTHERS	17	4.6
TYPE OF INSTITUTION		
PRIVATE	165	44.8
GOVERNEMENT	203	55.2
FIELD OF QUALIFICATION		

ACCOUNTANT	107	29.1
MANAGER	67	18.2
BANKER	60	16.3
ECONOMIST	18	4.9
SECRETARY	67	18.2
OTHERS	49	13.3
RANK HELD		
NO RANK HELD	188	51.1
MIDDLE LEVEL		
MANAGER	121	32.9
UPPER LEVEL		
MANAGER	3	0.8
OTHERS	56	15.2

Out of the total 368 study subjects, 35.3% of them reported they believed to have experienced at least one of the gender based discrimination asked while at work.

Out of the four types of gender discrimination asked, 31.3% i.e, the majority claimed that while working the same task as their male colleague, they have perceived that they were not equally recognized as their male counterparts.

Regarding the frequency, from the total respondents, 26.1% of them reported they have experienced at least one of the four types of gender discrimination questions while 6.3% reported two of the four types and 3% three of the four types while none reported all of the types

Out of the total 354 participants who responded to the sexual harassment questions, 26.6% of them reported they have experienced at least one of the five types of sexual harassment at work place.

The commonest type reported, 15.2 % relational advances. And the second commonest, 12% was to be repeatedly humiliated by a sexual remark or jokes by a coworker or boss. Out of the five types of sexual harassment questions asked, 16.8% reported to have experienced one of the five types, while 5.7% reported to have experienced two of the five types, 3.8% three of the five types and 0.3% have experienced (n=1) all of the five types asked.

Table 2. Frequencies of the different types of Gender discrimination at work place on Jan- Feb 2011, among women bank workers Addis Ababa, Ethiopia.

Gender discrimination	Total N=368	
	n	%
Have perceived in your lifetime professional Career any form of gender specific biases or obstacles to your career advancement by the institution		
YES	36	9.8%
NO	331	89.9%
In your current professional career, have ever been left out of opportunities for professional advancement based on your gender		
YES	26	7.1%
NO	339	92.1%
In your lifetime professional career have you ever missed educational or training opportunities abroad because of gender		
YES	7	1.9 %
NO	353	95.9 %
In general while working the same task with your male colleague , do you perceive that you have gained as equal recognition as your male counterparts		
YES	245	66.6 %
No	115	31.3%

Table 3 Frequencies of the different types of Sexual harassment at work place among female bank workers on Jan –Feb 2011, Addis Ababa, Ethiopia.

Sexual harassment	Total N=368	
	n	%
Have been asked out repetitively by somebody at work place which was unwanted and uncomfortable		
YES	56	15.2%
NO	311	84.5%
Have ever been repeatedly humiliated by a sexual remark or jokes by your co-worker or boss at your organization		
YES	44	12%
NO	321	87.2%
Made you feel you might get punished in some way if you wouldn't be sexually cooperative		
YES	9	2.4 %
NO	350	95.1%
Made you feel like you might get some reward if you engage in sexual behaviour		
YES	5	1.4%
NO	361	98.1 %
Ever been touched inappropriately by opposite sex at work place which was		

unwanted and repetitive (eg. Pinched, grabbed or pulled inappropriate place of your body parts).

YES	41	11.1%
-----	----	-------

NO	325	88.3%
----	-----	-------

TABLE 4: PREVALENCE OF GENDER DISCRIMINATION AND SEXUAL HARASSMENT AMONG FEMALE BANK WORKERS FROM JAN- FEB 2011, IN ADDIS ABABA, ETHIOPIA.

PREVALENCE

FREQUENCY

PERCENT

Had gender discrimination

YES	130	35.3%
------------	------------	--------------

NO	221	60.1%
-----------	------------	--------------

Had sexual harassment

Yes	98	26.6%
------------	-----------	--------------

NO	256	69.6%
-----------	------------	--------------

TABLE 5: Socio-demographic characters associated with poor job satisfaction among female bank workers from Dec 2010-Feb 2011 in Addis Ababa, Ethiopia

VARIABLE	POOR JOB		COR	AOR
	SATISFACTION		95%CI	95%CI
	YES	NO		
MARITAL STATUS				
SINGLE	81	100	REF	REF
MARRIED	89	82	1.34	1.85
			(0.9,2.04)	(1.03,3.3)
DIVORCED	7	1	8.6	16.8
			(1.04,71.7)	(1.7,161.7)
RANK HELD				
NO RANK	108	80	2.1	2.91
			(1.13,3.84)	(1.4,6.1)
OTHERS	22	34	REF	REF
PREVALENCE OF GENDER DISCRIMINATION				

YES	83	47	2.18	2.3
			(1.35,3.52)	(1.4,3.9)
NO	89	132	REF	REF
PREVALENCE OF SEXUAL HARASSMENT				
YES	62	36	2.62	2.43
			(1.67,4.1)	(1.4,4.2)
NO	113	143	REF	REF

TABLE 6: ASSOSCIATIONS OF GENDER DISCRIMINATION AND SEXUAL HARASSMENT WITH DEPRESSION AMONG FEMALE BANK WORKERS FROM DEC2010-FEB 2011, ADDIS ABABA, Ethiopia.

VARIABLE	PREVALENCE OF DEPRESSION		CRUDE OR (95% CI)	AOR (95%CI)
	YES	NO		
PREVALENCE OF SEXUAL HARASSMENT				
YES	36	62	2.34	2.2
			(1.4-3.9)	(1.2,3.76)
NO	51	205	REF	REF
PREVALENCE OF GENDER DISCRIMINATION				
YES	48	82	2.65	2.37
			(1.6-4.34)	(1.37,4.1)
NO	40	181	REF	REF

Also in this study, 96.2 % of the participants reported that their gender didn't give them any increased opportunities for professional advancement.

More over majority of respondents 92% who reported to have sexual harassment at work place reported that the experience didn't negatively affect their self confidence. No association was found using multivariate analysis between being experiencing sexual harassment and self confidence.

From logistic regression no association was found between the different socio-demographic characteristics like age, religion, marital status, educational status, rank held in the institution, type of the institution and years of experience of work with sexual harassment. However there are associations between gender discrimination and age and having no rank, AOR 1.75 (95% CI 1.1, 2.9) and AOR 2.39(95% CI 1.13, 5).

Moreover association has being found between the different socio-demographic characteristics like marital status being married, divorced, having no rank, experiencing gender discrimination and sexual harassment at work place with poor job satisfaction at work place..

Age, educational status, marital status, specialty or field of qualification, type of the institution ranks held in the institution, religion and work experience was not associated with depression. But association was found between experiencing gender discrimination and sexual harassment and depression.

Also after logistic regression analysis decreased job performance was associated with gender discrimination (AOR 2.54, CI 1.210, 5.3, P- value 0.014).

From those who experienced sexual harassment 55% or n-11 responded that the experience have negatively affected their career advancement while 45 %(n=9) responded it didn't.

DISSCUSSION:

From the results of both quantitative and qualitative, a total of 20,940 workers were employed in the nine banks included in the study. From these only 7212 Or 34.4% were female employees. If we see also top level managerial positions of the eight banks who gave the data, 84.4-100% of the positions are occupied by men. Only 0-17.6 % is occupied by females.

The study has also revealed that the prevalence of at least one type of gender discrimination was 35.3% and out of these, the commonest type of discrimination experienced was not being recognized equally as their male counter parts while working the same task as their male colleague, 31.3 % (95 % CI 26.6%-36.3%).

From the above findings we can say that women are underrepresented in the banks and especially in the upper level managerial positions. The fact that majority of the women who reported to have experienced gender discrimination at work place claimed that they lack equally recognition as their male counterparts working the same task give us clue as to why women are underrepresented in the upper level managerial positions among other reasons. Researchers have shown that work sites with relatively equal numbers of men and women have fewer problems with harassment (32). Therefore having a disproportionate number of men and women as employees especially in the upper level positions may lead to discrimination and harassment.

The findings of this study has also revealed that the prevalence of at least one type of sexual harassment in banks was 26.6% When we compare these findings with other studies, the prevalence is lower from the studies done in western countries and from those done in Hawassa and Jimma universities.(5-9). Existing studies in western countries reported from 40% to 57% and the data also differs in Far East countries which range from 1% to 56%. All these studies were done in different occupations in different countries. These variations could be due to lack of proper standardized instrumentation or not having commonly accepted definitions. It could be also due to the cultural differences of these populations in reporting

sexual harassment. Other reasons could be due to the type of occupation itself. Some occupations are prone to sexual harassment than others.

The commonest type of sexual harassment reported was relational advances (15.2 %), sexist remarks (12%) and sexual touching (11%). When we compare these with other studies, the commonest type encountered was sexist remark or behavior in the US medical universities. In the Nigerian work environment the commonest form was sexual advance (41.8%) and in the Hawassa university unwanted suggestions about or references to sexual activity was the commonest.

This study has also revealed that 96.2% or majority have reported that their gender didn't give them any increased opportunities for professional advancement. This findings is inconsistent with the finding done in the U.S. medical universities (6) where 31% of the women when compared to 11% of the men (p-value <0.001) reported that gender had given them an advantage in professional advancement.

This study has also revealed that from those who reported to have experienced sexual harassment majority have reported that experiencing sexual harassment didn't affect their self confidence. This finding is consistent with studies done in the American medical universities. No associations were found by logistic regression.

From those who reported to have experienced sexual harassment majority of them claimed the experience had negatively affected their career advancement. This findings is consistent with the findings of others studies (5-6). It depicts the impact sexual harassment has on these women and gives clues as a contributing factor for women underrepresentation in the upper level posts and hence may show the impact it has on women empowerment.

Also in this study association was found between experiencing gender discrimination and decreased job performance. This finding is consistent with other studies (5,10,11). From this study we can say that women who experienced gender discrimination at their work place are 2.5 times like to have self reported decrease job performance. (AOR 2.54, 95% CI 1.2, 5.32, P – value=0.014). This all indicates that experiencing gender discrimination has negatively affected their work morale. This can have a devastating effect on the women on their ambition to equally compete with their male counter parts. It can also lead to increased tardiness even the quality of work and hence affect the organization itself.

However unlike other studies no associations was found between the different socio-demographic characteristics and experiencing sexual harassment. This variations of results could be due to methodological differences between different studies and also could be due to the cultural differences of these populations in reporting sexual harassment.

Also in this study age and having no rank is associated with gender discrimination. AOR 1.75(95% CI, 1.1, 2.9) and AOR 2.4(95% CI 1.1,5) respectively. This finding is consistent with the American university where associations were found between gender discrimination and increasing age.

More over the results of bivariate and multivariate logistic regression analysis have suggested that being having no rank, being married, divorced, age and experiencing sexual harassment and gender discrimination is associated with poor job satisfaction. Other studies have also revealed similar results (5-9).

It was also revealed in the results that experiencing sexual harassment and gender discrimination is associated with depression (AOR 2.475 95% CI 1.442, 4.298 and AOR 2.163, 95% CI 1.319, 3.547) respectively. These findings are consistent with other studies done in both western universities and Hawassa University in Ethiopia (5-8).

All these findings gives us clues as to and give us an insight as to why women are underrepresented in the formal labor market especially in the major decision positions among other reason.

Strength of the study:

- The study has assessed the prevalence of gender discrimination and sexual harassment in other occupation or field besides the universities in Ethiopia.

Limitation of the study:

- The non response rate was 13%for the quantitative and hence this might have an effect on the power of the study.
- The study has no measure of social desirability bias
- Since the quantitative study was cross-sectional study design it was not possible to show temporal relationship to establish causation.

Conclusion:

- The prevalence of gender discrimination was found to be 35.3 %.
- The prevalence of sexual harassment was found to be 26.6%
- The total number of women employed in the banks and the number of upper level managerial positions occupied by women is very low as compared to their male counterparts.
- The commonest type of gender discrimination reported by the women employees to have experienced was lack of recognition in their work as compared to their male colleague while doing the same task.
- The commonest type of sexual harassment reported was relational advances.
- Associations were found between experiencing gender discrimination and decreased job performance.
- Those who have experienced sexual harassment reported that the experience have negatively affected their career advancement.
- Logistic regressions have revealed that gender discrimination and sexual harassment is associated with poor job satisfaction and depression.

Recommendation:**To each bank managers**

- Strong affirmative programs and aggressive recruiting procedures should be one of the strategies to balance inequities between men and women employees.
- Eliminating discrimination in hiring, training and moving women to top level managerial positions.
- Adopting services like child care assistances, maternity and paternity leaves e.t.c., have to be incorporated in the bank policies.
- Laws that prohibit gender discrimination and sexual harassment have to be incorporated in all the organizational policies and laws and each organization have to adequately train or inform its staff on the topic and stronger disciplinary actions have to be implemented on those who committed so as to send strong message.

To policy makers and law makers of the country

- Qualitative studies have to be conducted among those who reported sexual harassment and gender discrimination
- Qualitative studies are also necessary to design new policies and laws to improve or encourage women active participation in the labor force.
- Social policy initiatives to elevate women status have to be implemented as these gender based violence arise due to their low status in the society and such policies have the potential to emancipate women from these violations.

References

1. Genene M, Gender and leadership Issues for discussion, International Institute of rural reconstruction, Vienna Austria, May 9, 2003. [online] Available from http://www.131.130.59.105:810/Ethiopia/pdf/speech_meronpdf.
- 2..Cottingham J, Fonn S, Moreno G.C, Gruskin S,Klugman B, Mwan A.N, Ravindran T.K.S, Snow R,etal ,Transforming health systems: Gender and Rights in Reproductive health. A training curriculum for Health Programmers Managers, 2001, WHO, Geneva, switzerland. [Online],[cited2001];Availablefrom http://www.who.int/wpro/2006/RS_2005_GE_43_MAA.pdf.
3. Gruber JE, A typology of personal and environmental sexual harassment: Research and Policy Implication for 1990s, 1992; 26, 11-12:p447-464.
4. Aklilu.D. ,Reproductive health effects of gender based violence: policy and Programme Implications,programme advisory note,[online] Available from URL,<http://www.uneca.org/adfvi/documents/UNFPA-RH-effects-of-GBV.pdf>.
5. Richman JA, Rospenda MK, Nawyn SJ, Flaherty JA, Fendrich M, Drum ML and Johnson T.P, sexual harassment and generalized work place abuse among university employees: prevalence and mental health correlates, American J of public health, march 1999;89,3:358-363.
6. Carr L.P, Ash S.A., Friedman R.H., Szalacha L, C.Barnett RC, Palepu A, Moskowitz M, Faculty perceptions of gender discrimination and sexual harassment in academic medicine, Ann Intern Med 2000; 132:889-896
7. Marsh J, Patel S, Gelaye B, Goshu M, Worku A, Williams MA, Berhane Y,Prevalence of work place Abuse and sexual harassment among female faculty And staff, journal of occup Health,2009;51:314-322.
8. Noah.Y., Experience of sexual harassment at work by female employees in a Nigerian work environment, International NGO Journal , July 2008;3(7):122-127.
- 9.Kassahun T, Sexual harassment : The case of Jimma university, Institute of educational research, Addis Ababa university, Feb 2009.

10. Dekker I, Barling J, Personal and organizational predictors of work place sexual harassment of women by men, *Journal of occupational health psychology*, 1998; 3,1:7-18.
11. Fitzgerald LF, Drasgow F, Hulin CH, Gelfand MJ and Magley VJ, Antecedents and consequences of sexual harassment in organizations: A test of an integrated Model, *Journal of applied psychology*, 1997; 82,4:578-589.
12. Haussmann R, D. Tyson L, Zahidi S, The Global Gender gap report 2007, Geneva, world economic forum 2007.
13. Gossaye Y, Mulugeta E, Terefe H and Berhane Y, *Epidemiology and Ecology: Gender and Health* 3rd Edition, 2002, Addis Ababa.
14. Newton J., Well being in developing countries ESRC Research Group, Political studies Association University of Bath, 2007
15. Paul EF, Sexual harassment as sex discrimination: A defective Paradigm, *Yale law and policy review*, 1990; 8, 2:333-365.
16. Stenson K, heimer G, Prevalence of experiences of partner violence among female health staff: Relevance to awareness and actions when meeting abuse women patients, *Women Health Issues* 2008; 18:141-149
17. P. Jutting J, Morrison C, Dayton-Johannes J and Drechsler D, Measuring Gender in equality Introducing the Gender, Institutions and Development Data Base (GID), OECD Development Centre, France, march 2006.
18. Conley F., Gender stereotyping and medical profession: why women scientists must challenge" the old boy network" *Journal of college science Teaching* 1994; 24:17-21.
19. Frank E, Brogan D, Schiffman M., prevalence and correlates of harassment among U.S. women physicians, *Arch Intern Med* 1998; 158: 352-358.
20. Schiffman M, Frank E., Harassment of women physicians, *J. A.M Med Women Assoc.* 1995; 50:207-11.
21. Till F., Sexual harassment : A report on the sexual harassment of students, Washington D.C national Advisory Council on women's Educational programs ; 1980.
22. Wenneras C., Wold A., Nepotism and sexism in peer review, *Nature* , May 1997; 387:22

23. Sethuraman S.V., Poverty: A Global Review ,Oct 1998
24. Krug EG, Dahlberg LL, Mercy JA, Zwi AB, Lozano R, World Report on violence and Health, world health organization.[online]. 2002 [cited 2008 oct 5]; Available from: URL:http://www.who.int/violence_injury_prevention/Volence/world_report/en/.
- 25 Kroenkek K, Spitzer RL, Williams JB, The PHQ-9: Validity of a brief depression severity measure. J.Gen Intern Med 2001;16:606-13.
- 26 USAID Country Health Statistical Report Ethiopia, Washington, Masimax Resources Inc with John snow Inc, May 2009,
27. Kabubo-MariaraJ, Wage determination and the gender wage gap in Kenya: Any evidence of gender discrimination?; AERCH Research paper May 2003
28. Chernet H, Mulugeta. Country Gender Profile Ethiopia. Addis Ababa. SIDA-Ethiopia. Addis Ababa. May 2002.
29. Rotundo M, Nyguyen DH, A meta analytic review of gender differences in perception of sexual harassment, journal of applied psychology2001; 86, 5:914-922.
30. Barling J, Rogers AG and Kelloway E.K, Behind closed Doors: In home workers experiences of sexual harassment and work place violence, Journal of occupational health psychology, 2001; 6, 3:255-269.
31. Fitzgerald.L.F.,Sexual harassment: Violence against women in the work place,American Psychological Assosciation,1993;48,10:1070-1076.
- 32Gutek BA, Sex and the work place .San Francisco, Calif: Jossey-Bass; 1985

ANNEXE 1

ENGLISH QUESTIONNAIRE FOR THE QUALITATIVE

Choose the best answer by circling the number of your choice for the following questions:

Question number	Question	Response	Remarks
Q.101	What is your age?	Code 1. 21-30 2.31-40 3.41-50 4. >51	
Q.102	Marital status?	Code 1.Single 2.married 3.Divorced 4.Widowed	
Q.103	Religion?	Code 1. Orthodox-Christian 2. Protestant 3. Muslim 4. Others	
Q.104	Educational status?	Code 1. Diploma 2 .First degree 3.master's level 4.Above master's level 5.Other's	
Q.105	What is the type of institution you are working in currently?	Code 1. Private 2 .Governmental	
Q.106	Specialty or field of qualification?	Code 1.Accountant 2. Manager 3.Banker	

		4. Economist 5.Secretary 6.Others If others specify	
Q.107	Rank held in the institution?	Code 1.No rank held 2.Middle level manager 3. Upper level manager 4.Others If others specify _____	

Part Two Questions of gender discrimination at work place:

Question number	Question	Response	Remarks
Q.201	How long have you been working?	Code 1. <5 years 2.5-10 years 3.10-20 years 4.>20 years	
Q.202	Have you ever perceived in your lifetime professional career any form of gender specific biases or obstacles to your career advancement by the institution?	Code 1. Yes 2. No	If you answered no skip to Q.204
Q.203	If the answer to question 202 was yes, how much a problem has it been for you?	Code 1. No problem 2 .Minor problem 3.Some problem 4.Major problem	
	In your current professional	Code 1. Yes	If you

Q204	career have you ever been left out of opportunities for professional advancement based on your gender?	2.No	answered no, skip to Q.206
Q.205	If you answered yes to Q.204, how much a problem has it been for you?	Code 1.No problem 2.Minor problem 3. Some problem 4. Major problem	
Q206	In your lifetime professional career, have you ever missed educational or training opportunities abroad because of your gender?	Code 1. Yes 2.No	
Q.207	In your professional career in this organization have you ever had increased opportunities for professional advancement based on gender?	Code 1. Yes 2.No	If no skip to Q.209
Q.208	If you answered to Q.207 was yes, how much did it help in your career advancement?	Code 1. No help at all 2.Small help 3. Some help 4.It helped me very much	
Q.209	In the current organization you are working in , what is your evaluation concerning the policy and procedures for career advancement?	Code 1. Fair 2.Unfair	
Q.210	In your current organization, do you think that the policy or the rules for career advancement is clear for both	Code 1. Yes 2. No	

	males and females?		
Q.211	In general, while working the same task with your male colleague, do you perceive that you have gained as equal recognition as your male colleague?	Code 1. Yes 2. No	
Q.212	While at work if you experienced gender discrimination, what measures will you take?	Code 1.No measures 2.I will file complaints to my superiors, but if no response, I will leave it 3.I will file complaints to my superiors, if no response, I will go up to last steps till I am heard. 4. No response	

Part Three: Sexual harassment questions

Question number	Question	Response	Remarks
Q.301	Have you in this organization ever been asked out repetitively by somebody at work which was unwanted and made you uncomfortable?	Code 1. Yes 2. No	If you answered no skip to Q.303
Q.302	If you answered yes to Q.301, how much did it affect your social relationship with that person?	Code 1. No affection 2. Minor affection 3.Moderate affection 4.major affection	

Q.303	Have you ever been repeatedly humiliated by a sexual remark or jokes by your co-worker or boss at your organization?	Code 1. Yes 2 .No	
Q.304	If the answer to question 303 is yes, how much a problem has this been for you?	Code 1. No problem 2. Minor problem 3. Some problem 4. Major problem	
Q.305	In your organizational professional career did your superiors made you feel you might get punished in some way if you wouldn't be sexually cooperative?	Code 1. Yes 2 .No	
Q.306	In your organizational professional career, did your superiors made you feel like you might get some reward if you engage in sexual behavior?	Code 1. Yes 2 .No	If you answered no skip to Q.310
Q.307	If you answered yes to Q.305 and 306, how much of a problem has it been for you?	Code 1. No problem 2. Minor problem 3. Some problem 4.Major problem	
Q.308	To what extent have these experiences negatively affected your career	Code 1. Not at all 2. Minimal affection 3. Moderately affection	

	advancement?	4. Greatly affected	
Q.309	To what extent have these experiences had a negative effect on your confidence in yourself as professional	Code 1. Not at all 2. Minimal affection 3. Moderately affection 4. Greatly affected	
Q.310	Have you ever been touched inappropriately by opposite sex at work place which was unwanted and repetitive? (Pinched, or grabbed or pulled inappropriate place of your body parts).	Code 1. Yes 2. No	If no skip to part four
Q.311	If you answered yes to Q.310, how much of a problem has it been for you?	Code 1. No problem 2. Minor problem 3. Some problem 4. Major problem	

Part Four: Career satisfaction questions.

If the answer to question 8-28 was yes, answer the following questions.

Q.401	How satisfied are you with your current work setting?	Code 1. Very dissatisfied 2. Dissatisfied 3. Neutral 4. Satisfied 5. Very satisfied	
Q.402	How satisfied are you with your potential to achieve your professional goals?	Code 1. Very satisfied 2. Satisfied 3. Neutral 4. Dissatisfied	

		5. Very satisfied	
Q.403	How satisfied are you with the extent to which this practice has met your expectation?	Code 1. Very dissatisfied 2. Dissatisfied 3. Neutral 4. Satisfied 5. Very satisfied	

If the answer to question 8-278 was yes, over the past two weeks how often have you been bothered by any of the following problems?

Q.501	Little interest or pleasure in doing things?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.502	Feeling down, depressed or hopeless?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.503	Trouble falling or staying asleep or sleeping too much?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.504	Feeling tired or having little energy?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.505	Poor appetite or overeating?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.506	Feeling bad about yourself or that you are a failure or has	Code 1. Not at all 2. Several days	

	let yourself or your family down?	3. More than half the days 4. Nearly every day	
Q.507	Trouble concentrating on things such as reading the newspaper or watching television?	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.508	Moving or speaking so loudly that other people could have noticed or the opposite being so fidgeting or restless that you have been moving around a lot more than usual	Code 1. Not at all 2. Several days 3. More than half the days 4. Nearly every day	
Q.509	If you checked off any of the problems how difficult have these problems made it for you to work, taking care of things at home or get along with other people?	Code 1. Not at all 2. Somewhat difficult 3. Very difficult 4. Extremely difficult	
Q.510	If the answer to the above questions was yes, Do you think that your job performance have decreased lately?	Code 1. Yes 2. No	
Q.511	How many times are you absent at work in the last six months?	Code 1. None 2. Less often 3. More than necessary 4. You are thinking withdrawing from work	

ANNEXE 2

CONSENT FORM

GOOD DAY, MY NAME IS SELAMAWIT SHIFERAW. I AM A STUDENT AT ADDIS CONTINENTAL INSTITUTE OF PUBLIC HEATH AND DOING THESIS AS A PARTIAL FULLFILLMENT OF MASTER'S PROGRAM IN PUBLIC HEALTH.

THE PURPOSE OF THIS RESEARCH IS TO ASSESS THE GENDER BASED DISCRIMINATION AND SEXUAL HARASSMENT ON FEMALE WORKERS IN BANKS OF ADDIS ABABA .THE STUDY WILL BE CONDUCTED THROUGH A QUESTIONNAIRE WHICH IS TO BE FILLED BY CHOOSING THE NUMBER OF YOUR CHOICE ONLY ON VOLUNTARY BASIS. YOU CAN STOP ANYTIME IF YOU DON'T FEEL COMFORTABLE PARTICIPATING IN THE RESEARCH. ALL PERSONAL IDENTIFIERS WILL BE REMOVED FROM THE STUDY. CONFIDENTIALITY WILL BE RESPECTED. PARTICIPATING IN THE STUDY DOESN'T HAVE POTENTIAL ADVERSE EFFECTS BUT YOUR PARTICIPATION IN THE RESEARCH WILL HELP ME KNOW THE MAGNITUDE OF THE PROBLEM. YOU WILL BE NOTIFIED IF ANY POTENTIAL BENEFITS EXISTS FROM THE STUDY.

NAME OF THE PRINCIPAL INVESTIGATOR SELAMAWIT SHIFERAW

ADDRESS P.O.BOX 2774 CODE 1250

ADDIS ABABA

ETHIOPIA

TELE 251-0911-19-56-74

የተሳታዎች፡ ፍቃደኝነት፡ ማረጋገጫ ቅፅ።

ጤና፡ ይስጥልኝ። እንዴት፡ ዋሉ። ሰላማዊት፡ ሽፈራው፡ እባላለሁ። በአዲስ፡ ኮንቲነንታል፡ ኢንስቲትዩት፡ የሕብረተሰብ፡ ጤና፡ አጠባበቅ፡ የድህረ፡ ምረቃ፡ ተማሪ፡ ስሆን፡ ይህ፡ በአዲስ፡ አበባ፡ ባንኮች፡ ሴት፡ ሰራተኞች፡ ላይ፡ በስራ፡ ላይ፡ ሳሉ፡ የሚደርሰውን፡ ፆታዊ፡ መድሎና፡ ጥቃት የሚያጠና፡ ጥናት፡ መጠይቆች፡ ናቸው።

እርስዎ፡ በዚህ፡ ጥናት፡ ላይ፡ ተሳታፊ፡ እንዲሆኑ፡ ተመርጠዋል። ይህ፡ ጥናት፡ የሚካሄደው፡ ቀጥሎ፡ ያሉትን፡ ጥያቄዎች፡ ከቀረቡት፡ መልስዎ፡ ሊሆን፡ ከሚችሉት፡ ምርጫዎች፡ የረስዎ፡ ምርጫ፡ የሆነውን፡ በማክበብ፡ መመለስ፤ ነው። በጥናቱ፡ ቢሳተፉ፡ ስምዎ፡ አይመዘገብም። የሚሰጡትም፡ መረጃ፡ ሁሉ፡ በሚስጥር፡ የሚያዝ፡ ሲሆን፡ እርስዎ፡ በዚህ፡ ጥናት፡ የመሳተፍም፡ ሆነ፡ ያለመሳተፍ፡ ወይንም፡ እየተሳተፉ፡ በመሃል፡ ሀሳብዎን፡ ለውጠው፡ አቋርጠው፡ መተው፡ መብቶች፡ የተጠበቀ፡ ነው። ጥናቱ፡ የሚካሄደው፡ ሙሉ፡ በሙሉ፡ በእርስዎ፡ ፍቃደኝነት፡ ነው።

ባለመሳተፎት፡ ምንም፡ አይነት፡ ተፅዕኖ፡ አያመጣም። ነገር፡ ግን፡ ሲሳተፉ፡ የችግሩን፡ ጥልቀትና፡ መጠን፡ ለመረዳት፡ ይጠቅመኛል። ወደፊትም፡ በጥናቱ፡ የሚያመጣውን፡ ጥቅም፡ እንደሚገለፅሎትና፡ ተሳታፊም፡ እንደሚሆኑ፡ ቃል፡ እገባለሁ።

ጊዜዎትን፡ ሰጧት፡ ስለተሳተፉ፡ አመሰግናለሁ።

ጥናቱን፡ የሚያደርገው፡ ሰው፡ ሰም ሰላማዊት፡ ሽፈራው

አድራሻ ላፍቶ፡ ክፍለ፡ ከተማ

ቀበሌ፡ 03/04/05

የቤት፡ ቁጥር

ስልክ 0911-19-56-74

ከዚህ በታች ለሉት ጥያቄዎች ምርጫዎች የሆነውን መልስ ቁጥር በማክበብ ይመልሱ።

ክፍል አንድ፡ ስለ ማህበራዊ ሁኔታ የሚመለከቱ ጥያቄዎች።

የጥያቄ ቁጥር	ጥያቄ	መልስ	አስተያየት
101	እድሜዎች ስንት ነው?	ኮድ 1. 21-30 2. 31-40 3. 41-50 4. >51	
102	የጋብቻ ሁኔታ?	ኮድ 1. ጩራ ፡ ያለ ገባ 2. ያ ገባ 3. የፈታ 4. ባል ፡ የሞተበት	
103	ሀይማኖት?	ኮድ 1. አርቶዶክስ 2. ፕሮቴስታንት 3. እስላም 4. ሌላ ፡ ይጥቀሱ _____	
104	የትምህርት ደረጃ?	ኮድ 1. ዲፕሎማ 2. ዲግሪ 3. ድህረ ፡ ምረቃ 4. ከድህረ ፡ ምረቃ በላይ 5. ሌላ ፡ ይጥቀሱ _____	

105	የሚሰሩበት፡ መስሪያ፡ ቤት፡ ምን፡ አይነት፡ ነው?	ኮድ 1.የግል 2.የመንግስት	
106	የሰለጠኑበት፡ የመያ፡ ዘርፍ?	ኮድ 1.አካውንታት 2.ማናጀር 3.ባንክር 4.ኢኮኖሚክስ 5.ጸሀፊ 6.ሌላ፡ ይጥቀሱ _____	
107	አሁን፡ በሚሰሩበት፡ መስሪያ፡ ቤት፡ ውስጥ፡ ያለዎት፡ ስልጣን፡ ወይንም፡ ደረጃ?	ኮድ 1.ምንም፡ ደረጃ 2.መካከለኛ፡ ደረጃ፡ አስተዳዳሪ 3.የበላይ፡ አስተዳዳሪ 4.ሌላ፡ ይጥቀሱ _____	

ክፍል ፡ ሁለት ፡ ፡ በሥራ ፡ ላይ ፡ ያለውን ፡ ፆታዊ ፡ መድሎ ፡ የሚያጠና ፡ መጠይቅ ፡፡

ጥያቄ ቁጥር	ጥያቄ	መልስ	አስተያየት
201	የስራ፡ ዘመንዎ፡ ስንት፡ ነው?	ኮድ 1<ከ 5 አመት፡ በታች 2.ከ 5-10 3.10-20 5. 20 አመት፡ በላይ	

202	በስራ፡ ህይወት፡ ዘመንዎ፡ የስራ፡ ደረጃዎችን፡ ለማሻሻል፡ ሲሉ፡ በፆታዎ፡ ምክንያት፡ መድሎና፡ እንቅፋት፡ አጋጠሞት፡ ያውቃል፡ ወይ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም፡ ከሆነ፡ ወደ፡ 205ኛው፡ ጥያቄ፡ ይዝለሉ።
203	ለ202ኛው ጥያቄ፡ መልስዎት፡ አዎ፡ ከሆነ፡ ይህ፡ ለርስዎ፡ ምን፡ ያህል፡ አስቸጋሪ፡ ነበረ?	ኮድ 1. ምንም፡ የለም 2.ትንሽ፡ ችግር፡ ነበረው 3. መጠነኛ፡ ችግር፡ ነበረው 4. ከባድ፡ ችግር፡ ነበረው	
204	አሁን፡ ባሉበት፡ የመጥ፡ ስራ፡ በፆታዎ፡ ምክንያት፡ ያመለጡት፡ የመጥ፡ ማሻሻያ፡ እድሎች፡ ነበሩ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም፡ ከሆነ፡ ወደ፡ 206ኛው፡ ጥያቄ፡ ይዝለሉ።
205	ለጥያቄ፡ 204 ፡ መልስዎ፡ አዎ፡ ከሆነ፡ የህ፡ ምን፡ ያህል፡ ለአርስዎ፡ አስቸጋሪ፡ ነበረ?	ኮድ 1. ምንም፡ የለም 2.ትንሽ፡ ችግር፡ ነበረው 3. መጠነኛ፡ ችግር፡ ነበረው 4. ከባድ፡ ችግር፡ ነበረው	
206	በስራ፡ ህይወት፡ ዘመንዎ፡ በፆታዎ፡ ምክንያት፡ ከአገር፡ ውጭ፡ የትምህርት፡ ወይንም፡ ስልጠና፡ አድል፡ አምልጦት፡ ያውቃል፡ ወይ?	ኮድ 1.አዎ 2.የለም	
207	አሁን፡ ባሉበት፡ ድርጅት፡ የመጥ፡ ዘመንዎ፡ በፆታዎ፡ ምክንያት፡ የመጥ፡ ማሻሻያ፡ እድሎች፡ ተጨማሪ ሎታል፡ ወይ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም፡ ከሆነ፡ ወደ፡ 209ኛው፡

			ጥያቄ፡ ይዝለሉ።
208	ለጥያቄ፡ 207፡ መልስዎ፡ አዎ፡ ከሆነ፡ ለስራዎ፡ መሻሻል፡ ምን፡ ያህል፡ ድረስ፡ ረዳዎት?	ኮድ 1. ምንም፡ አልረዳኝም 2.ትንሹ፡ ረድቶኛል 3. መካከለኛ፡ ;ደረጃ፡ ረድቶኛል 4በጣም፡ ረድቶኛል	
209	በመሰረቱ፡ ድርጅተ፡ የስራ፡ ደረጃ፡ መሻሻልን፡ በተመለከተ፡ ያለው፡ ፖሊሲ፡ እና፡ አካሄድ፡ ላይ፡ ያሉት፡ ግምገማ፡ እንዴት፡ ነው?	1. ሚዛናዊ፡ ነው 2. ሚዛናዊ፡ አይደለም	
210	በረድዎ፡ አስተሳሰብ፡ በመሰረቱ፡ ድርጅት፡ ውስጥ፡ ለስራ፡ እድገት፡ ያለው፡ ፖሊሲ፡ ወይንም፡ ህግ፡ ለሴት፡ ሆነ፡ ለወንድ፡ ግልፅነት፡ ያለው፡ ፡ ይመስሉታል፡ ወይ?	ኮድ 1.አዎ 2.የለም	
211	በረድዎ፡ አስተሳሰብ፡ በአጠቃላይ፡ በስራዎት፡ ላይ፡ ከወንድ፡ ስራ፡ ባልደረበት፡ ጋር፡ ሲነፃፀር፡ እኩል፡ በመሰረት፡ ስራ፡ ላይ፡ እኩል፡ እውቅና፡ አግኝተዋል	ኮድ 1.አዎ 2.የለም	

		መጠነ ጃ፡ ችግር፡ ነበረው 4. ከባድ፡ ችግር፡ ነበረው	
303	በሚሰሩበት፡ ድርጅት፡ ውስጥ፡ ወሲባዊ፡ በሆነ፡ አስተያየት፡ ወይንም፡ ቀልዶች፡ በተደጋጋሚ፡ ከስራ፡ ባልደረቦት፡ ወይ ንም፡ አለቃዎች፡ ተሰንዝሮ፡ ተሳቅቀው፡ ያውቃሉ፡ ወይ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም : ከሆነ፡ ወደ፡ 30 5ኛው፡ ጥያቄ፡ ይዝላሉ።
304	ለ 303ኛ፡ ጥያቄ፡ መልስዎት፡ አዎ፡ ከሆነ፡ ይህ፡ ለረስዎ፡ ምን፡ ያህል፡ አስቸግረ፡ ነበረ?	ኮድ 1.ምንም፡ ችግር፡ የለውም 2.ትንሽ፡ ችግር፡ ነበረው 3. መጠነ ጃ፡ ችግር፡ ነበረው 4. ከባድ፡ ችግር፡ ነበረው	
305	በሚሰሩበት፡ ድርጅት፡ የስራ፡ ዘመንዎ፡ ከበላይ፡ አለቆች፡ ወሲባዊ፡ ጥያቄ፡ ቀር ቦሎት፡ ጥያቄውን፡ ካልተቀበሉ፡ ቅጣት፡ እንደሚደርስበት፡ ተሰምቶት፡ ያውቃል፡ ወይ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም : ከሆነ፡ ወደ፡ 30 6ኛው፡ ጥያቄ፡ ይዝላሉ።
306	በሚሰሩበት፡ ድርጅት፡ የስራ፡ ዘመንዎ፡ ከበላይ፡ አለቆች፡ ወሲ ባዊ፡ ጥያቄ፡ ቀርቦሎት፡ ጥያቄውን፡ ከተ ቀበሉ፡ ጥቅም፡ አንደሚያገኙ፡ ተሰምቶት ፡ ያውቃል፡ ወይ?	ኮድ 1.አዎ 2.የለም	መልስዎ፡ የለም : ከሆነ፡ ወደ፡ 31 0ኛው፡ ጥያቄ፡ ይዝላሉ።
307	ለ ጥያቄ፡ 305፡ አና፡ 306፡ መልሱ፡ አዎ፡ ከ ሆነ፡ ይህ፡ ምን፡ ያህል፡ አስቸግሮት፡ ነ	ኮድ 1.ምንም፡ ችግር፡ የለውም 2.ትንሽ፡ ችግር፡	

	በረ?	ነበረው 3. መጠነ ጅ: ችግር: ነበረው 4. ከባድ: ችግር: ነበረው	
308	የዚህ: አይነት: ተሞክሮ: ምን: ያህል: በስራዎ: የመሻሻል: ፍላጎዎትን: ላይ: አሉታዊ: ተፅዕኖ: አሳድሮበታል?	ኮድ 1.ምን ም: አልነበረውም 2.ቀላል: ተፅዕኖ: ነበረው 3.መካከለኛ: ተፅዕኖ: ነበረው 4.ከባድ: ተፅዕኖ: ነበረው	
309	የዚህ: አይነት: ተሞክሮ: የመያ: ስራዎ: : ላይ: በስራዎ: ያሉትን: የመተማመን: ስሜት: ላይ: ምን: ያህል: አሉታዊ: ተፅዕኖ: አድርጓል?	ኮድ 1.ምን ም: ተፅዕኖ: አልነበረውም 2.ቀላል: ተፅዕኖ: ነበረው 3.መካከለኛ: ተፅዕኖ: ነበረው 4.ከባድ: ተፅዕኖ: ነበረው	
310	በስራ: ላይ: ሳሉ: ሳይፈልጉ: የማይገባ: : በታ: ሰውነቶችን: በተቃራኒ: ጾታ: በተደጋጋሚ: ተነክተው: ያውቃሉ: ወይ?(ለምሳሌ: መቆንጠጥ: መጨበጥ: ወይንም: መ	ኮድ 1.አዎ 2.የለም	መልስዎ: የለም: ከሆነ: ወደ: 4ኛው: ክፍል: ጥያቄ

	ጎንተል?		ቄ: ይዝለሉ።
311	ለጥያቄ: 310: መልሶ: አዎ: ከሆነ: ይህ: ምን: ያህል: አስቸግሮት: ነበረ?	ኮድ 1.ምን ም: ችግር: የለውም 2.ትንሽ: ችግር: ነበረው 3. መጠነ ጅ: ችግር: ነበረው 4. ከባድ: ችግር: ነበረው	

ክፍል አራት: የመደ: እርካታ: ጥያቄዎች።

የጥያቄ: ቁጥር	ጥያቄ	መልስ	አስተያየት
401	አሁን: ባሉበት: የስራ: ሁኔታ: ምን: ያህል: ረክተዋል?	ኮድ 1.በጣም: እርታ: አጥቻለሁ 2.አልረካሁም። 3.ምን ም: ስሜት: የለኝም። 4.ረክቻለሁ። 5.በጣም: ረክቻለሁ።	
402	የመደዎትን: አላማ: ዳር: ለማድረስ: ባለዎት: አቅም: ምን: ያህል: ረክተዋል?	ኮድ 1.በጣም: እርካታ: አጥቻለሁ። 2.አልረካሁም።	

		3.ምን ም፡ ስ ሜት ፡ የ ለ ጃ ም፡፡ 4.ረ ክ ቻለ ሁ፡፡ 5.በ ጣም፡ ረ ክ ቻለ ሁ፡፡	
403	በዚህ፡ የ መያ፡ ል ምድ፡ ምን፡ ያህል፡ እን ደጠበቁት፡ ፤ሆኖ፡ አር ክቶታል?	ኮድ 1.በ ጣም፡ እርካታ፡ አጥቻለ ሁ፡፡ 2.አልረካሁም፡፡ 3.ምን ም፡ ስ ሜት ፡ : የ ለ ጃ ም፡፡ 4.ረ ክ ቻለ ሁ 5.በ ጣም፡ ረ ክ ቻለ ሁ	

ክፍል አምስት፡ የዲፕረሽን፡ ጥያቄዎች፡፡

በዚህ፡ በታች፡ ለሉት፡ ጥያቄዎች፡ ላለፉት፡ ሁለት፡ ሳምንታት፡ ከስር፡ ከተጠቀሱት፡ ችግሮች፡ ምን፡ ያህል፡ አስቸግሮታል?

የ ጥያቄ፡ ቁጥር	ጥያቄ	መልስ	አስተያየት

501	በሚሰሩት፡ ነገሮች፡ ፍላጎት፡ ወይንም፡ ደስታ፡ ማጣት	ኮድ 1.በፍጹም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	
502	የውድቀት፡ የድብርት፡ ወይንም፡ ተስፋ፡ የመቀቁረጥ፡ ስሜት፡ ይሰማዎታል፡ ወይ?	ኮድ 1.በፍጹም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	
503	የእንቅልፍ፡ ማጣት፡ ወይንም፡ መብዛት፡ ችግር፡ አጋጥሞታል፡ ወይ?	ኮድ 1.በፍጹም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	
504	የድካም፡ ወይንም፡ የጉልበት፡ ማነስ፡ ችግር አጋጥሞታል፡ ወይ?	ኮድ 1.በፍጹም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	

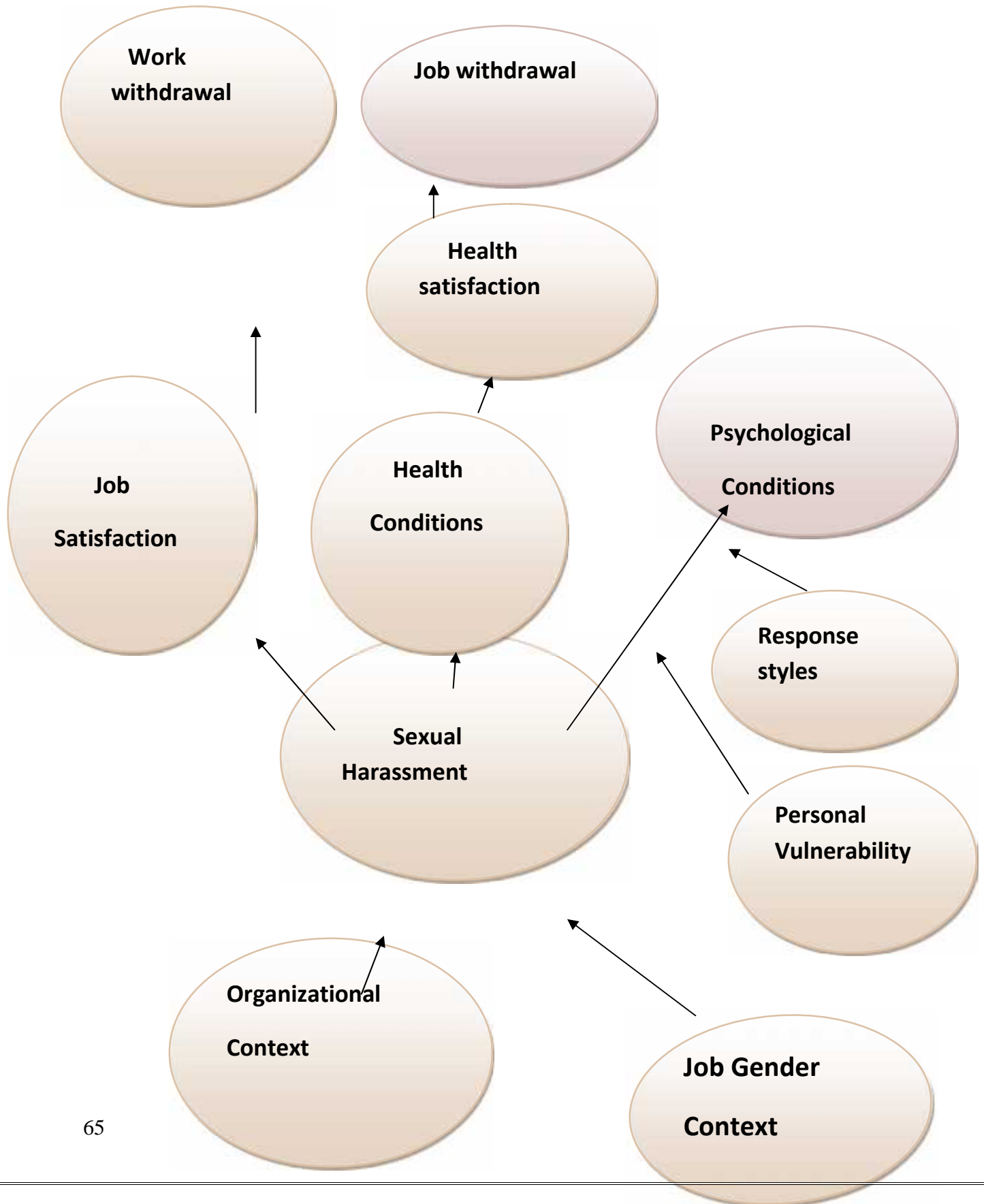
505	<p>የምግብ፡ ፍላጎት፡ ማነስ፡ ችግር፡ ወይንም፡ አብዝቶ፡ የመበላት</p> <p>ችግር፡ አጋጥሞታል፡ ወይ?</p>	<p>ኮድ 1.በፍፁም</p> <p>2.ለቡዙ፡ ቀናት</p> <p>3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ</p> <p>4.በየቀኑ፡ ማለት፡ ይቻላል</p>	
506	<p>በራስዎት፡ ላይ፡ የመጥፎ፡ ስሜት፡ ወይንም፡ ውድቀት፡</p> <p>እንዳጋጠመው፡ ወይንም፡ ቤተሰቦዎትን፡ ቁልቁል፡</p> <p>እንዳወረዱ፡ ተስምቶታል፡ ወይ?</p>	<p>ኮድ 1.በፍፁም</p> <p>2.ለቡዙ፡ ቀናት</p> <p>3.በቀን፡ ከግማሽ፡ ቀን፡ በላይ</p> <p>4.በየቀኑ፡ ማለት፡ ይቻላል</p>	

507	በነገሮች፡ ላይ፡ የአትክሮት፡ ችግር፡ ለምሳሌ፡ ቴሌቪዥን፡ ማየት፡ ላይ፡ ወይንም፡ ጋዜጣ፡ ስያነብ፡ ትኩረት፡ የማጣት፡ ችግር፡ አጋጥሞ ታል፡ ወይ?	ኮድ 1.በፍፁም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በ ላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	
508	ሌሎች፡ እስኪያስተውሉት፡ ድረስ፡ ሲንቀሳቀሱ፡ ሲናገሩ፡ ጭነ፡ ማለት፡ ወይንም፡ መቁነ፡ ጥነጥ?	ኮድ 1.በፍፁም 2.ለቡዙ፡ ቀናት 3.በቀን፡ ከግማሽ፡ ቀን፡ በ ላይ 4.በየቀኑ፡ ማለት፡ ይቻላል	
509	ከላይ፡ ከተጠቀሱት፡ ችግር፡ አንዱ፡ ካጋጠመዎት፡ እነዚህ፡ ችግሮች፡ ምን፡ ያህል፡ ስራዎን፡ መስራት፡ ላይ፤ ቤት፡ ውስጥ፡ የግል፡ ጉዳይ፡ መፈፀም፡ ወይንም፡ ከሰዎች፡ ጋር፡ ያሉትን፡ ማህበራዊ፡ ግንኙነት፡ ችግር፡ ፈጥሮበታል?	ኮድ 1.ምንም፡ ችግር፡ የለውም 2.ትንሽ፡ ችግር፡ ነበረው 3. መጠነ ጅ፡ ችግር፡ ነበረው 4. ከባድ፡ ችግር፡ ነበረው	ከላይ፡ ከተጠቀሱት፡ መልስዎት፡ የለም፡ ከሆነ፡ እዚህ፡ ላይ፡ ካለመጠይቁ፡ ያበቃል።
510	ከላይ፡ ለተጠቀሱት፡ ጥያቄዎች፡ መልስዎት፡ አዎ፡ ከሆነ፡ ከቅርብ፡ ጌዜ፡ ጀምሮ፡ የስራዎ፡ ብቃት፡ የቀነሰ፡ ይመስሎታል፡ ወይ?	ኮድ 1.አዎ 2.የለም	
511 ₆₃	በዚህ፡ ስድስት፡ ወር፡ ውስጥ፡ ስንት፡ ጊዜ፡ ከስራ፡ ቀርተዋል?	ኮድ 1.ምንም፡ ቀን 2.የተወሰነ፡ ቀን 3.ከሚሊላገው፡ በላይ	

		<p>4.ስራ፡ ልላቅ፡ እያሰብኩኝ</p> <p>፡ ነው</p>	
--	--	--------------------------------------	--

Conceptual frame work of integrated model of antecedents and

Consequences of sexual harassment



Declaration Page

Declaration

I, the undersigned declare that this thesis is my original work in partial fulfillment of the requirement for the degree of Master's of Public Health. I also declare that it has never been presented in this or any other university and that all resources and materials used in the thesis have been duly acknowledgment.

Student name _____

Signature _____

Place of submission _____

Date of submission _____

This thesis has been submitted for examination with my approval as a university advisor.

Advisor name _____

Signature _____

Date of submission _____